



WISCONSIN RAPIDS PUBLIC SCHOOLS

◆ District Strategic Plan ◆

Updated and Approved by the Board of Education on February 8, 2021



Mission Statement

Working together with home and community, we are dedicated to providing the best education for every student, enabling each to be a thoughtful, responsible contributor to a changing world.

Beliefs

We Believe...*each student is the first consideration of the educational process.*

We Believe...*all students can learn.*

We Believe...*learning is a life-long process.*

We Believe...*in a safe, caring, and respectful learning environment.*

We Believe...*all students should become effective citizens of the community, state, nation, and the world.*

We Believe...*meaningful home, school, and community involvement is vital to continuous improvement.*

A Message To Interested Stakeholders

The WRPS Board of Education approved the *District Strategic Plan* on December 11, 2011. The plan was developed and designed with an understanding that the educational environment is rapidly changing. In order to continue meeting the needs of our diverse learners and prepare them to compete and reach their full potential in an evolving, global economy, the District's strategic planning document will be a "living, working document." The Strategic Plan was updated and approved by the Board on February 8, 2021.

The Board of Education reviews the Strategic Plan annually in order to analyze progress made, and make changes that will help our district continue to make forward progress for student success.

Thank you for your time and interest in learning more about how we intend to continue moving WRPS forward as a progressive district that meets the needs of our students, preparing them for their future!

| OBJECTIVE 1: Bring content, technology, and pedagogy together to build global learners | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------|-----------|---------------------------------------------------------------|----------------------------------------------------------------|
| | Start Date | End Date | Completed | | |
| Develop new technology replacement/IT infrastructure plan which sets out timelines and financial funding options | 2019 | On-going | | Phillip Bickelhaupt, ITC, Administration | <i>Formal document updated/ revised continually and shared</i> |
| Finalize and implement a district K-12 technology integration scope and sequence (curriculum mapping) | 2013 | 2021-22 | | Phillip Bickelhaupt, ITC, Administration | <i>Formal document finalized and shared</i> |
| Further refine and create efficiencies in the 1:1 program at Lincoln and WRAMS including exploration of the expansion of Learning Management Systems (LMS) at WRAMS and the elementary schools; consider options for sustainability | 2020-21 | On-going | | Phillip Bickelhaupt, ITC, Administration | <i>Formal report to Board</i> |
| Expand partnerships with community broadband internet providers to provide affordable connectivity solutions that will help close the digital equity gap among WRPS families | 2021 | 2022 | | Phillip Bickelhaupt, ITC | <i>Connections with providers and agreements in place</i> |
| Develop and implement a comprehensive cybersecurity incident response plan | 2021 | 2022 | | Phillip Bickelhaupt, Technology Support Dept., Administration | <i>Formal document finalized and shared</i> |



| OBJECTIVE 2: Develop an equitable strand within the District's RtI framework for student mental health and behavior which includes systemic screeners, universal social and emotional learning competencies, and prevention and intervention strategies | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|------------|-----------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| | Start Date | End Date | Completed | | |
| Examine, pilot and implement social and emotional learning competencies and behavioral interventions | Fall, 2014 | June, 2021 | | Behavior & Mental Wellness Committee | <i>Behavior interventions implemented</i> |
| Create an awareness of and identify issues associated with social, emotional, and behavioral well-being | Fall, 2016 | On-going | | Curriculum, Pupil Services, Behavior & Mental Wellness Committee | <i>Reduced behavioral referrals and/or suspensions</i> |
| Create a uniform and cohesive district-wide system to track student behavior | January, 2018 | 2021-22 | | Curriculum, Pupil Services, Behavior & Mental Wellness Committee | <i>Data collection system</i> |
| Expand/establish connections with community agencies to provide mental health service options for students within schools | Fall, 2018 | On-going | | Curriculum, Pupil Services, Behavior & Mental Wellness Committee | <i>Connections with providers enhanced and signed MOU's on file with a variety of community agencies</i> |
| Enhance collaboration with Wood County Health and Human Services agencies to enhance or improve services for students | Fall, 2019 | On-going | | Administration, Curriculum, Pupil Services | <i>Connections with agencies enhanced and collaborative projects identified</i> |
| With involvement from community mental health providers, develop a system to address the issue of suicide among students and provide professional development for WRPS staff related to suicide prevention | Spring, 2020 | On-going | | Pupil Services, Curriculum, Behavior & Mental Wellness Committee | <i>Report progress to Board</i> |



| OBJECTIVE 3: Continue to develop and refine implementation of Professional Learning Communities (PLCs) to analyze and investigate student achievement data specifically around the marginalized populations we serve; and to identify, implement, and engage in best instructional practices which benefit our diverse student population | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|----------|-----------|----------------------------------------------------------------|--------------------------------------------------------------------------------------|
| | Start Date | End Date | Completed | | |
| Further refine PLC development in all buildings and articulate the process for creating learning outcomes and common assessments | 2020-21 | 2021-22 | | Curriculum and Pupil Services Departments, Building Principals | <i>Building & District professional development plans</i> |
| Identify and analyze achievement gaps in order to establish effective Professional Learning Communities and implement strategies to address issues of bias, equity, disproportionality, and achievement gaps | 2016 | On-going | | Curriculum and Pupil Services Departments | <i>Building & District professional development plans for 2019-20 and beyond</i> |
| Identify, implement, and engage in best instructional practices which directly benefit a diverse school population including the 4 C's, student engagement, trauma sensitive strategies, Depth of Knowledge (DOK), effective technology integration, and the workshop model | 2018 | On-going | | Curriculum and Pupil Services Departments | <i>Building & District professional development plans for 2019-20 and beyond</i> |
| Utilize the Wisconsin Digital Learning Plan to assess integration of technology into instruction | 2018 | On-going | | Curriculum Dept., Technology Dept. | <i>Development of WRPS Library & Technology Plan</i> |
| Develop methods to evaluate RTI / PLC integration | Spring, 2020 | 2021-22 | | Curriculum Dept., Pupil Services, Technology | <i>Evaluation methods identified</i> |



| OBJECTIVE 4: Maintain buildings and properties within WRPS to continue support for evolving student programs and activities | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
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| | Start Date | End Date | Completed | | |
| Analyze the condition of each facility; identify upkeep and what maintenance is necessary to maintain the buildings and grounds | November, 2011 | June (annually) | On-going | Ed Allison, Building Principal, Maintenance & Custodial Personnel, Technology Dept. | Completed document |
| Maintain a maintenance replacement/upkeep/budget cycle to address the ongoing facility needs identified | November, 2011 | June (annually) | On-going | Buildings & Grounds | Completed document |
| Continue to invest in new energy savings technology and benchmark progress | 2020-21 | On-going | Annually in October | Buildings & Grounds | Report to Board |
| Continue to explore creative ways to utilize vacant facilities | 2016-17 | On-going | On-going | Administration | Plans are in place and/or buildings are being used |
| Continue to plan and explore financial options for athletic facility upgrades | 2015-16 | 2021-22 | On-going | Administration | Proposal to Board |



| OBJECTIVE 5: Ensure the safety and security of all students, personnel, and members of the public on the Wisc. Rapids Public Schools' campuses/premises | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
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| | Start Date | End Date | Completed | | |
| Review and revise current building and network security measures | On-going | Annually | On-going ✓ | Administration, Law Enforcement, Emergency Management, Fire Personnel | Completed a Review and Revision of District Crisis Plan & Network Infrastructure |
| Review and revise current safety plans | On-going | Annually | On-going ✓ | Administration, Law Enforcement, Emergency Management, Fire Personnel | Completed a Review and Revision of District Crisis Plan |
| Develop comprehensive plans for student reunification and District response for crisis situations at events | 2019 | 2021-22 | | Administration, Law Enforcement, Emergency Management, Fire Personnel | Crisis Plan Includes Additional Reunification Processes/Protocols |
| Evaluate threat assessment team protocol and processes to strive for enhancements and/or improvement | 2020-21 | On-going | On-going ✓ | Administration, Specific WRPS Personnel, Law Enforcement/SROs | Process Improvements Identified and Implemented |
| Continue to educate staff and students about safety plans and procedures, including ALICE | On-going | On-going | On-going | Administration | Completed a Review and Revision of District Crisis Plan |
| Investigate and implement new technologies to improve current security measures | On-going | On-going | On-going | Ed Allison, Phillip Bickelhaupt, Building Principals, Police Liaison Officers | Installed Security Hardware & Technology |



| OBJECTIVE 6: Create a District environment that promotes healthy lifestyles for students and staff | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
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| | Start Date | End Date | Completed | | |
| Administrators and other school leaders across the District will promote a supportive wellness culture and District environment that encourages and motivates health and wellness | 2018 | On-going | On-going | Administration | |
| Add new wellness programs and services to more effectively address whole person wellness, primarily through physical well-being and mental well-being at individual, targeted groups and District-wide levels | 2017 | On-going | On-going | Student Wellness Committee, Staff Wellness Committee | |
| Implement Compassion Resilience training for staff | Pilot Beginning January, 2021 | 2023-24 | | Administration | <i>Professional Development opportunities for staff; training accomplished</i> |



| OBJECTIVE 7: Explore the possibility of asking voters to approve of exceeding state imposed revenue limits to meet identified expenses | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------|----------|-------------------------------------|-------------------------------------------------|
| | Tasks/Action Steps: | Start Date | End Date | | |
| Identify and prioritize needs in the areas of curriculum, technology, safety/security enhancements, and facility infrastructure that fall outside of anticipated available revenue | 2020-21 | 2020-21 | ✓ | Administration/Board | <i>Document developed with identified needs</i> |
| Develop timelines to hold a referendum based upon statutory requirements | 2020-21 | 2020-21 | ✓ | Administration/Board | <i>Referendum scheduled for April, 2021</i> |



| OBJECTIVE 8: Create a District environment that promotes educational innovation and creativity | Timeline | | | Person Responsible/Persons Involved | Evidence of Success |
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| | Start Date | End Date | Completed | | |
| Continue and expand the Innovation Grant program | 2020-21 | On-going | | Administration, QEC Committee | <i>Report to Board on types of grants submitted and awarded</i> |
| Develop and implement Professional Development (PD) around facilitating creativity and innovation | 2020-21 | On-going | | Administration, Curriculum | <i>Innovation incorporated into PD offerings</i> |
| Solicit and/or recruit staff who show an interest in pursuing innovative/creative teaching approaches; cultivate a climate where staff need not fear failure when attempting new approaches | 2020-21 | On-going | | Administration, Curriculum | <i>Staff members identified and new and innovative approaches are piloted in classrooms</i> |
| Identify ways in which we can maintain and enhance innovative instructional approaches that were utilized throughout the pandemic to create engaging classrooms, including the use of technology tools in these approaches | 2021 | 2022-23 | | Administration, Curriculum, Technology, Pupil Services | <i>Report to Board on specific innovative instructional approaches and/or uses of technology identified which will be continued or built upon</i> |

